

APPENDIX S

DEFINITIONS

Cross-leveling. A decentralized Army mobilization personnel management system that provides for the assignment or transfer of military personnel within a major command at an installation at unit or installation direction.

Cross-training. Training designed to qualify a person in a new, additional skill, to increase assignment flexibility.

Detailing. Using available people to perform duties not necessarily related to their assigned skill specialty to meet temporary or emergency needs.

Dictionary of Occupational Titles (DOT). Listing of occupational titles, codes, and descriptions issued by the department of Labor. Local U.S. Employment Offices use the DOT to match candidates with positions when filling job orders for civilian labor.

Filler personnel. One of a number of individuals, officer or enlisted, required to bring a unit, organization, or approved allotment to authorized strength.

Functional manager. Manager of a particular function, such as maintenance or security. In mobilization planning, the functional manager issues guidance on the concept of operations and assists manpower and personnel planners by specifying workload requirements, setting manning priorities and time-phasing, and planning personnel realignment actions.

Individual Mobilization Augmenters (IMA). Pretrained individual reservists who are preassigned to an active unit to which they will report on mobilization. IMAs are" part of the Selected Reserve.

Individual Ready Reservist (IRR). A member of the Ready Reserve not assigned to the Selected Reserve and not an active duty.

In-service civilian employees. Direct-hire federal employees. The term is sometimes used to identify how a function is to be performed; for example, by use of "in-service" as opposed to contracting to perform a particular function.

Job engineering. Restructuring the work processes of a particular position to meet the needs of the functional manager. In mobilization planning, job engineering can be used to simplify or break down the elements of a job into more readily obtainable skill levels, thereby making recruitment and training of workers easier.

Manpower Requirements. Human resources needed to accomplish specified work loads of organizations.

Manpower Resources. Human resources available to the Services which can be applied against manpower requirements.

Mobilization. The act of preparing for war or other emergencies through assembling and organizing national resources. 2. The process by which the Armed Forces or part of them are brought to a state of readiness for war or other national emergency. This includes activating all or part of the Reserve Components as well as assembling and organizing personnel, supplies, and materiel.

a. selective mobilization - Expansion of the active Armed Forces resulting from action by Congress and/or the President to mobilize Reserve Component units, Individual Ready Reservists, and the resources needed for their support to meet the requirements of a domestic emergency that is not due to an enemy attack.

b. partial mobilization - Expansion of the active Armed Forces resulting from action by Congress (up to full mobilization) or by the President (not more than 1,000,000) to mobilize Ready Reserve Component units, individual reservists, and the resources needed for their support to meet the requirements of a war or other national emergency involving an external threat to the national security.

c. full mobilization - Expansion of the active Armed Forces resulting from action by Congress and the President to mobilize all Reserve Component units in the existing force structure, all individual reservists, retired military personnel, and the resources needed for their support to meet the requirements of a war or other national emergency involving an external threat to the national security.

d. total mobilization - Expansion of the active Armed Forces resulting from action by Congress and the President to organize and/or generate additional units or personnel, beyond the existing force structure, and the resources needed for their support to meet the total requirement of a war or other national emergency involving an external threat to the national security.

Operation Plan (OPLAN). 1. A plan for a single or series of connected operations to be carried out simultaneously or in succession. It is usually based upon stated assumptions and is the form of directive employed by higher authority to permit subordinate commanders to prepare supporting plans and orders. 2. The designation "plan" is usually used instead of "order" in preparing for operations well in advance. An operation plan may be put into effect at prescribed time, or on signal, and then becomes the operation order.

Personnel. People used to fill manpower positions.

Ready Reserve. Units or individual reservists liable for immediate involuntary recall to active duty either by the President (with or without declaration of a state of national emergency) or by the President and Congress (if Congress declares a state of war or national emergency). The Ready Reserve includes Selected Reserve Units, Individual Mobilization Augmenters, and Individual Ready Reservists'.

Refresher training. Training designed to bring a person's qualifications up to date in a previously assigned skill.

Replacements. Personnel required to take the place of others who depart unit.

Reserve Components. The Army National Guard of the United States, the Army Reserve, the Naval Reserve, the Marine Corps Reserve, the Air National Guard of the United States, the Air Force Reserve, and the Coast Guard Reserve. In each Reserve Component there are three reserve categories, namely: a Ready Reserve, a Standby Reserve, and a Retired Reserve. Each reservist shall be placed in one of these categories.

Retraining. Training designed to qualify a person in a skill not previously assigned.

Selected Reserve. The portion of the Ready Reserve consisting of units and individual reservists required to participate in inactive duty training periods and annual training, both of which are in a pay status. The Selected Reserve also includes persons performing initial active duty for training.

Standby Reserve. Those units and members of the Reserve Components (other than those in the Ready Reserve or Retired Reserve) who are liable for active duty only as provided in 10 USC 273, 672 and 674.

Sustaining force. The manpower or personnel needed to provide continuing support of combat forces. It includes the manpower associated with logistics, production, training, and all other support functions needed to support **deployed** and employed forces at wartime levels of activity. Sometimes called **continuing** or residual force.

Time-phased Force Deployment List. Information concerning units that deploy in support of an operation plan, including unit type, time-phasing, and destination data, prepared in accordance with the JCS Joint Operation Planning System.